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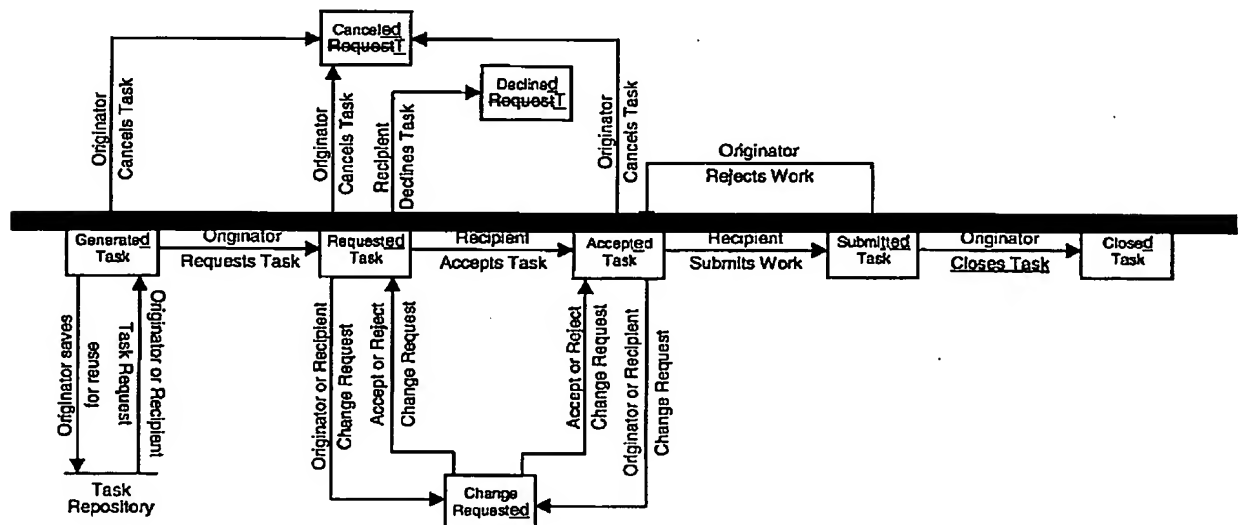
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Amendments to the Claims:

This listing of claims will replace all prior versions, and listings, of claims in the application:

1. (Currently amended) An enterprise wide task and commitment management system for monitoring and recording single tasks forming part of a project performable by two employees that function as a task Originator and a task Recipient in a matrix based organization, comprising:

a)-a one or more task state machine system software storage means tangibly storing software that enforces one or more rules of the a task state machine, incorporating a schema required by the task state machine diagram below:



and persisting storing all task state changes to a relational database; wherein the task state machine incorporates a schema comprising:

task roles which include an Originator and an Recipient, and

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incorporates task states, which include a Generated Task state, a Requested Task state, an Accepted Task state, a Submitted Task state, a Closed Task state, a Canceled Task state, a Declined Task state, and a Change Requested Task state, and wherein

in the Generated Task state

the Originator can generate a new task comprising one or more deliverables;

the Originator can cancel the new task thereby transitioning the this task to the Canceled Task state,

the Originator can request the new task be performed by the Recipient thereby transitioning this task to the Requested Task state,

or combination thereof, and

in the Requested Task state

the Originator or the Recipient, or both, can propose a change request to the terms of the new task thereby transitioning this task to the Change Requested Task state or,

the Originator can cancel the new task thereby transitioning the this task to the Canceled Task state or,

the Recipient can accept the new task thereby transitioning this task to the Accepted Task state or,

the Recipient can decline the new task thereby transitioning this task to the Declined Task state

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or combination thereof, and
in the Change Requested Task state
the Originator or the Recipient, or both, can accept or reject one or
more proposed changes to the new task thereby
transitioning this task to the prior task state, the Requested
Task state or the Accepted Task state

in the Accepted Task state
the Originator or the Recipient, or both, can propose a change
request to the terms of the new task thereby transitioning
this task to the Change Requested Task state or,
the Originator can cancel the new task thereby transitioning this
task to the Canceled Task state or,
the Recipient can submit one or more of the new task deliverables
thereby transitioning this task to the Submitted Task state,
or combination thereof, and

in the Cancelled Task state
the Originator has canceled the new task

in the Declined Task
the Recipient has declined the Task;

in the Submitted Task state
the Originator can reject one or more of the deliverables submitted
by the Recipient thereby transitioning the new task to the
Accepted Task state or

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the Originator can accept one or more of the deliverables thereby
transitioning the new task to the Closed Task state
in the Closed Task state

the Originator has closed the task after accepting one or more of
the deliverables submitted by the Recipient;

b). a task-state-machine-graphical user interface means, having a graphical user
interface system software, associated with said system software, wherein for the
interface means provides providing an ability to transact tasks, and for providing
provides visibility of task related details to employees based on an organizational
hierarchy.

2. (Currently amended) An enterprise wide task and commitment management system as recited by claim 1, wherein said task state machine system software and said graphical user interface system software means is resident on a single server computer.
3. (Currently amended) An enterprise wide task and commitment management system as recited by claim 1, wherein said task state machine system software and said graphical user interface system software means is distributed over a network.
4. (Currently amended) An enterprise wide task and commitment management system as recited in claim 1, wherein said ~~task-state-machine~~ graphical user interface system software ~~means~~ incorporates said task state system software diagram and is based on a Task Role and a Task State, wherein said Task Role can be an Originator;

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or a Recipient, or an Observer and said Task State can be a the Generated Task state, a the Requested Task state, ~~an the~~ Accepted Task state, a the Submitted Task state, ~~a the~~ Closed Task state, a the Declined Task state, ~~and a the~~ a Cancelled Task state the Change Requested Task state, or combinations thereof.

5. (Currently amended) An enterprise wide task and commitment management system as recited by claim 4 wherein the Task Role is the Originator and said Task State is the Generated Task state, defining a task.
6. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Originator and said Task State is the Requested Task state, requesting a defined task from a Recipient.
7. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Recipient and said Task State is the Requested Task state, a defined task being evaluated by the Recipient to determine if the task should be accepted, declined or modified.
8. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Recipient or the Originator and said Task State is the Requested Task state or Accepted Task state, a defined task is modified by transitioning to the invoking a New Change Requested Task state.

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9. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Observer ~~None~~ ~~(Visibility rights only)~~ and the Task State is the Requested Task state, wherein ~~athe~~ defined task is viewable by anyone in the enterprise who has implicit visibility rights because they are in the upward, inline management of the Originator or the Recipient of the task.
10. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Recipient and Task State is the Accepted Task state, wherein a defined task is accepted by the Recipient through one-on-one negotiation.
11. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Observer ~~None~~ ~~(Visibility rights only)~~ and ~~the~~ Task State is the Accepted Task state, said accepted task being viewable by anyone in the enterprise who has implicit visibility rights because they are in the upward, inline management of the Originator or the Recipient of the task.
12. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Recipient and Task State is Submitted Task state, said task being submitted by the Recipient in the form of an RTF file or other file type based on filters loaded in ~~the~~ said relational database means ~~software storage means~~.

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13. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Observer ~~None (Visibility rights only)~~ and said Task State is the Submitted Task state, said submitted task being viewable by anyone in the enterprise who has implicit visibility rights because they are in the upward, inline management of the Originator or the Recipient of the task.
14. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Originator and said Task State is the Submitted Task state, said submitted task being reviewed by the Originator to accept and close the task or reject and submit for rework by the Recipient.
15. (Currently amended) An enterprise wide task and commitment management system as recited by claim 4, wherein inline managers using the Task Role of the Observer ~~None (Visibility Rights only)~~ to monitor a Requested Task, an Accepted Task, a Submitted Task, a Declined Task and a Closed Task for:
- a)- generating one or more employee performance appraisals and substantiating the appraisal with at least one selective task content from the database;
 - b)- mining the database for one or more recurring tasks and one or more multiple, linked recurring tasks to discover one or more inefficiencies and consequently redesign a business process to gain one or more efficiencies; and
 - c)- providing a firsthand content of who did what and when to prove compliance of state or federal regulations.

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16. (New) An enterprise wide task and commitment management method for monitoring and recording single tasks forming part of a project performable by two employees that function as a task Originator and a task Recipient in a matrix based organization, comprising:
- a) a task state machine, incorporating a schema comprising,
- task roles that include
 - an Originator,
 - a Recipient, and
 - an Observer;
 - task states including a Generated Task state, a Requested Task state, an Accepted Task state, a Submitted Task state, a Closed Task state, a Canceled Task state, a Declined Task state, and a Change Requested Task state; and
 - role-specific state transitions including
 - an Originator Requests Task transition from the Generated Task state to the Requested Task state,
 - a Recipient Accepts Task transition from the Requested Task state to the Accepted Task state,
 - a Recipient Submits Work transition from the Accepted Task state to the Submitted Task state,
 - an Originator Closes Task transition from the Submitted Task state to the Closed Task state,
 - an Originator Rejects Work transition from the Submitted Task state to the Accepted Task state,

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an Originator Cancels Task transition from the Accepted Task

state, Requested Task state, or Generated Task state to the
Cancelled Task state,

an Originator Change Request transition from the Requested Task
state or Accepted Task state to the Change Requested Task
state,

a Recipient Declines Task transition from the Requested Task state
to the Declined Task state,

a Recipient Change Request transition from the Requested Task
state or Accepted Task state to the Change Requested Task
state,

an Originator Accepts or Rejects Change Request transition from
the Change Requested Task state to the prior state,
Requested Task state or Accepted Task state, in response to
a Recipient's change request,

a Recipient Accepts or Rejects Change Request transition from the
Change Requested Task state to the prior state, Requested
Task state or Accepted Task state, in response to an
Originator's change request;

b) said task state machine further comprising,

said Generated Task state wherein,

the Originator generates a new task,

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the Originator can cancel the new task thereby transitioning the
task to the Canceled Task state or,
the Originator can request the new task be performed by the
Recipient thereby transitioning the task to the Requested
Task state;
said Requested Task state wherein,
the Originator or the Recipient can propose a change request to the
terms of the task thereby transitioning the task to the
Change Requested Task state or,
the Originator can cancel the task thereby transitioning the task to
the Canceled Task state or,
the Recipient can accept the task thereby transitioning the task to
the Accepted Task state or,
the Recipient can decline the task thereby transitioning the task to
the Declined Task state;
said Change Requested Task state wherein,
the Originator or the Recipient can accept or reject one or more
proposed changes to the task thereby transitioning the task
to the prior task state, Requested Task state or Accepted
Task state;
said Accepted Task state wherein,

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the Originator or the Recipient can propose a change request to the terms of the task thereby transitioning the task to the Change Requested Task state or,

the Originator can cancel the task thereby transitioning the task to the Canceled Task state or,

the Recipient can submit the one or more task deliverables thereby transitioning the task to the Submitted Task state;

said Cancelled Task state wherein,

the Originator has canceled the task;

said Declined Task state wherein,

the Recipient has declined the Task;

said Submitted Task state wherein,

the Originator can reject one or more task deliverables submitted by the Recipient thereby transitioning the task to the Accepted Task state or

the Originator can accept the task deliverables thereby transitioning the task to the Closed Task state

said Closed Task state wherein,

the Originator has closed the task after accepting the one or more task deliverables submitted by the Recipient;

c) said task state machine wherein, a task Originator generates a task and negotiates the terms and commitment of task execution with a task Recipient wherein,

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the task Originator and task Recipient may or may not be
members of the same management reporting hierarchy,
department, division or organization and the task may or
may not be a member of a project;

- d) a task state machine system software providing the implementation of said task state machine;
 - e) a graphical user interface system software wherein the entire upward management hierarchy of direct and indirect, inline managers of a task Originator and a task Recipient are granted visibility privileges to observe the task in the role of Observer;
 - f) said graphical user interface system software wherein users of the system transact tasks, manage tasks, and observe tasks;
 - g) a first relational database means of storing and recording all task states, task state transitions, task data and task data changes of a task as data structures in a computer-readable storage medium;
 a second relational database means of storing and recording single tasks forming part of a project as data structures in said computer-readable storage medium; and
 a third relational database means of storing and recording a management hierarchy as data structures in said computer-readable storage medium.
17. (New) An enterprise wide task and commitment management method as recited in claim 16, wherein said graphical user interface system software incorporates said

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task state system software and is based on a Task Role and a Task State, wherein said Task Role can be an Originator, a Recipient, or an Observer and said Task State can be the Generated Task state, the Requested Task state, the Accepted Task state, the Submitted Task state, the Closed Task state, the Declined Task state, the Cancelled Task state and the Change Requested Task state.

18. (New) An enterprise wide task and commitment management method as recited in claim 16 wherein said graphical user interface system software additionally comprises a graphical illustration of said task state machine representing a selected task wherein the current task state is shown in an alternate color, font, or image than the non-current task states of the selected task; the said graphical illustration being further capable of representing the zero or more permissible task transitions in an alternate color, font or image than the non-permissible task transitions available to the current user based on the current user's task role of Originator, Recipient or Observer on the selected task; the said graphical illustration being further capable of displaying a text message stating the user's task role, the current task state and the permissible task transition options based on the user's task role of Originator, Recipient or Observer on the selected task.
19. (New) An enterprise wide task and commitment management system comprising:
 - a. a computer-readable storage medium containing a task state machine system software and a graphical user interface system software as computer-readable program code;

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- b. a computer usable medium having computer-readable program code means embodied therein to execute said computer-readable program code.
20. (New) An enterprise wide task and commitment management system as recited in claim 1, wherein said graphical user interface system software additionally comprises a graphical illustration of said task state machine representing a selected task wherein the current task state is shown in an alternate color, font, or image than the non-current task states of the selected task; the said graphical illustration being further capable of representing the zero or more permissible task transitions in an alternate color, font or image than the non-permissible task transitions available to the current user based on the current user's task role of Originator, Recipient or Observer on the selected task; the said graphical illustration being further capable of displaying a text message stating the user's task role, the current task state and the permissible task transition options based on the user's task role of Originator, Recipient or Observer on the selected task.